

## Benefits

- In the TENCO WIA, 79.5% of salaried and 82.8% of hourly full-time workers were offered health insurance. Firms that had 50 or more employees were more likely to offer health insurance than firms that had less than 50 employees.
- Both salaried and hourly full-time workers in TENCO were less likely to be offered health insurance than persons statewide.
- Employers in the TENCO region paid about 70% of the health plan cost for both salaried and hourly full-time employees.
- TENCO Employers with 50 or more employees were much more likely to offer retirement plans to their full-time staff than those with fewer than 50 employees (Salaried: 90.0% vs. 48.5%; Hourly: 85.7% vs. 51.8%).
- In general, there is less variation in coverage across industries than across regions. Health insurance coverage for hourly workers is 85.1% statewide, and ranges from 57.6% in agriculture, forestry, and fishing to 97.8% in nondurable manufacturing. The same industries have the lowest and highest health insurance coverage rates for salary workers. For retirement plans, statewide coverage is 68.5% for hourly workers and 70.7% for salary workers. Eating and drinking places have the lowest retirement plan coverage rates and social and community organizations (e.g., schools and universities) have the highest coverage rates for both hourly and salary workers. (*Final Report: Kentucky Labor Supply and Demand Surveys*)
- For more information about benefits in Kentucky, please see the Final Report and the Fringe Benefits section at <http://lmsurvey.ky.gov/>.

## Average Fringe Benefits - TENCO WIA

### Paid Leave

	Salaried Full-Time				Hourly Full-Time			
	Holidays per Year	First Year Vacation	Maximum Vacation	Sick Days	Holidays per Year	First Year Vacation	Maximum Vacation	Sick Days
All Sizes	7.7	8.4	15.1	11.2	7.0	7.0	14.4	8.3
Less than 50	7.2	7.7	12.9	9.2	5.9	6.4	11.6	7.8
50 or more	8.0	9.0	16.9	12.6	7.9	7.4	16.5	8.8

### Health Insurance

	Salaried Full-Time				Hourly Full-Time			
	Health Insurance Offered (%)	% Eligible for Health Insurance	% Participating in Health Insurance Plan	% of Plan Cost Paid by Employer	Health Insurance Offered (%)	% Eligible for Health Insurance	% Participating in Health Insurance Plan	% of Plan Cost Paid by Employer
All Sizes	79.5%	98.6%	84.2%	70.9%	82.8%	96.5%	83.4%	68.7%
Less than 50	58.6%	97.7%	72.6%	78.5%	69.9%	93.6%	71.8%	69.9%
50 or more	95.8%	99.3%	92.9%	65.1%	92.8%	98.7%	92.2%	67.7%

### Health Coverage

	Salaried Full-Time				Hourly Full-Time			
	Dependent Coverage Offered (%)	% Cost of Dependent Coverage Paid by Employer	% Offered Retiree Coverage	% of Retiree Coverage Cost Paid by Employer	Dependent Coverage Offered (%)	% Cost of Dependent Coverage Paid by Employer	% Offered Retiree Coverage	% of Retiree Coverage Cost Paid by Employer
All Sizes	77.9%	34.1%	50.2%	35.7%	80.9%	31.6%	47.8%	29.6%
Less than 50	56.6%	36.1%	23.5%	9.8%	67.8%	29.8%	22.7%	0.0%
50 or more	94.5%	32.6%	71.0%	48.2%	91.1%	32.9%	67.3%	45.3%

### Retirement Benefits

	Salaried Full-Time				Hourly Full-Time			
	Retirement Plan Offered (%)	% Eligible for Retirement Plan	% Participating in Retirement Plan	Average waiting period until Participation in Plan (Weeks)	Retirement Plan Offered (%)	% Eligible for Retirement Plan	% Participating in Retirement Plan	Average waiting period until Participation in Plan (Weeks)
All Sizes	71.8%	98.8%	88.0%	25.0	70.9%	97.0%	81.8%	19.1
Less than 50	48.5%	99.0%	83.3%	34.3	51.8%	97.3%	80.3%	28.7
50 or more	90.0%	98.6%	91.4%	18.0	85.7%	96.8%	82.9%	12.0

### Other Benefits

	Salaried Full-Time				Hourly Full-Time			
	Profit Sharing (%)	% Tuition Payments or Reimbursements	% Childcare payments or Facilities	% Offering Flextime	Profit Sharing (%)	% Tuition Payments or Reimbursements	% Childcare payments or Facilities	% Offering Flextime
All Sizes	19.4%	41.3%	0.6%	14.9%	17.4%	38.1%	0.6%	16.3%
Less than 50	15.5%	17.4%	0.2%	8.8%	13.7%	15.8%	0.2%	8.3%
50 or more	22.4%	59.9%	0.9%	19.8%	20.3%	55.5%	0.9%	22.6%

Source: Labor Market Information Survey, UofL/UK